



1997 National Conference

Washington, DC

October 8-10

*Empowering Communities  
through Entrepreneurship  
and Technology*



*Program*

## ***The Pitirre***

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On the front cover of this program book is the pitirre, a bird indigenous to Puerto Rico and ASPIRA's symbol. The pitirre is a small, fragile tropical bird known for its agility and rapid flight. It is able to outwit, tire and defeat much larger birds. Aspirantes gain the confidence of the pitirre by acquiring knowledge and developing leadership skills. They can then face and overcome seemingly overwhelming odds to become productive adults, returning to their communities the benefits of their skills and leadership.

## ***General Conference Information***

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### **Conference Schedule**

Please be on time as every session will begin promptly.

### **Exhibit Hall**

The Exhibitors have a variety of information about programs and products that may provide the answer to advancing your organization or program. Representatives will be on hand throughout the conference to answer your questions. Be sure to plan time to visit all of the exhibitors.

### **Information Desk**

Should you have any questions, need help, or want to check our message board, please report to the Registration Desk. Any person wearing a Conference Staff name badge will be more than happy to accommodate your needs and help you in every way possible.

### **Special Thanks**

The ASPIRA Association would like to thank our many friends who were instrumental in helping us with the 1997 National Conference, including Mr. Roberto Frisanco and the Inca Corporation who helped in public relations. We also would like to extend a special thank you to Erick Hidalgo, one of our 1997 Harvey Mudd College Upward Bound summer interns who designed the thematic icons used throughout the program book. Finally, we would like to thank the staff of the National Office who worked together to design, organize and implement this year's conference.

### **Emergency**

In Case of Emergency, please contact any available ASPIRA Conference staff person.

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**¡Bienvenidos!** La familia de ASPIRA se siente orgullosa de traerles nuestra Conferencia Nacional de 1997, titulada "Fortaleciendo Comunidades Mediante la Capacitación Tecnológica y el Desarrollo Empresarial".

Este es un evento de gran trascendencia para ASPIRA, no únicamente por llevarse a cabo en la capital nacional, sino porque intenta satisfacer algunas de las grandes necesidades y expectativas de nuestros jóvenes, de nuestra comunidad hispana y de las organizaciones sin fines de lucro que la sirven. Es nuestro propósito que esta conferencia inicie el proceso para que nuestras comunidades puedan fortalecerse económica y socialmente, mediante el desarrollo de sus propias empresas.

En los últimos años, la autosuficiencia económica ha sido uno de los issues importantes para aquellos que buscan satisfacer las necesidades de la comunidad a través de programas, servicios o productos. Esta conferencia ofrecerá información sobre los más recientes desarrollos tecnológicos disponibles a organizaciones sin fines de lucro para ayudarlos en el cumplimiento de su misión. Además, esperamos que los participantes en la conferencia adquieran conocimientos que van desde cómo preparar un plan de negocios hasta el desarrollo de un plan estratégico de comunicaciones.

Esta es una época muy excitante para ASPIRA. En esta coyuntura histórica, esperamos tener un impacto sobre la presente y futuras generaciones de hispanos a ser exitosos en el nuevo milenio. Para este evento hemos traído a Washington, D.C. una amalgama de distinguidos líderes empresarios, expertos en tecnología, y "empresarios sociales" además de dignatarios de alto nivel del gobierno federal y de gobiernos estatales y locales, para discutir tópicos de vital importancia para nuestras comunidades.

Deseamos agradecer la cooperación y el patrocinio de nuestros auspiciadores y de los clientes de participantes que se unen a nosotros por estos tres días.

Estanos seguros de que esta conferencia será una experiencia inolvidable. Prepárense para tener una experiencia inolvidable, posibilidades, contactos y planes para el uso de la tecnología y el desarrollo empresarial en nuestras comunidades.



**Raquel Ortiz**  
Chair of the National  
Board of Directors

**Welcome!** The ASPIRA family is proud to bring you our 1997 National Conference entitled "Empowering Communities Through Entrepreneurship and Technology."

This is a monumental event for ASPIRA, not only because of its location in our nation's capital, but because this conference addresses a widespread need for empowering our young leaders, our Hispanic communities and our non-profit organizations to develop their own businesses. Over the past few years, self-sustainability has once again become an issue for individuals looking to develop through programs, services or products. This conference will showcase the latest technology used to help non-profit organizations complete their missions. In addition, conference participants will learn the basics of forming their own businesses, from writing a business plan to strategic communications and product licensing. This is an exciting new era for ASPIRA, one which we hope will help present and future generations of Hispanics into the next millennium.

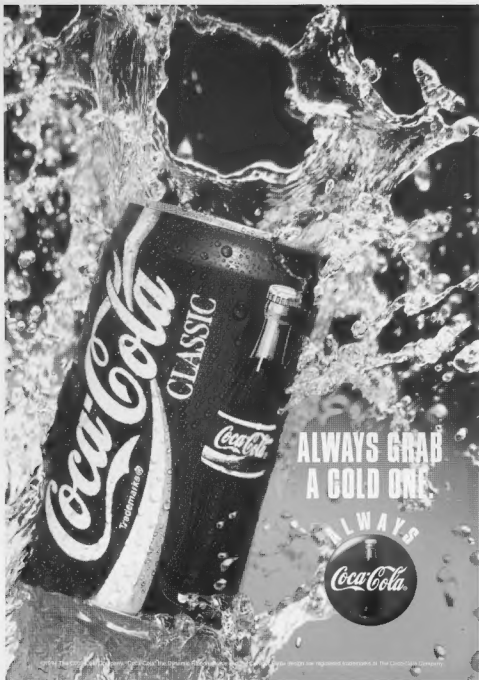
An array of distinguished business leaders, technology experts and social entrepreneurs, along with high level government officials at the national, state and local levels will discuss topics that are vital to the future of communities everywhere.

We wish to thank our sponsors, who have made this conference possible with their support, as well as the hundreds of people who join us for these three days.

We hope you will find our conference to be a memorable and enjoyable experience. Get ready to fill your mind with knowledge, ideas, possibilities, contacts, and plans to use technology to advance your entrepreneurial goals.



**Ronald Blackburn-Moreno**  
President and CEO



ALWAYS GRAB  
A GOLD ONE



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### **Aida Alvarez, Administrator, Small Business Administration**

Aida Alvarez is Administrator of the U.S. Small Business Administration (SBA) and a member of President Clinton's Cabinet. Alvarez, 47, is a former government financial regulator, investment banker and journalist. She is the first Hispanic woman and the first person of Puerto Rican heritage to hold a position in the President's Cabinet. As SBA Administrator, Alvarez directs the delivery of a comprehensive set of financial and business development programs for U.S. small businesses. The agency provides financing worth about \$11 billion a year to small businesses across the nation.



Alvarez comes to the SBA after leading the government's first effort to regulate the nation's two largest housing finance companies, the Federal National Mortgage Association (Fannie Mae) and the Federal Home Loan Mortgage Corporation (Freddie Mac). As Director of the Office of Federal Housing Enterprise Oversight (OFHEO), she created a financial safety and soundness oversight program for Fannie Mae and Freddie Mac. Before her OFHEO appointment in June 1993, Alvarez was an investment banker at the First Boston Corporation and at Bear Stearns.

### **Xavier Becerra, Congressman, 30th District, California (D)**

Congressman Becerra serves as Chairman of the Congressional Hispanic Caucus. Becerra was first elected to represent California's 30th Congressional District located in the City of Los Angeles in November 1992. Becerra serves on two standing Committees in the House of Representatives: Judiciary and Economic and Educational Opportunities. His participation on the Judiciary subcommittee covering immigration issues has enabled him to play a leading role in formulating immigration policy. During the 103rd Congress, Rep. Becerra played a key role in shaping the reauthorization of the Elementary and Secondary Education Act (ESEA) and the National and Community Service Trust Act of 1993.



### **Richard A. Gephardt, House Democratic Leader, 3rd District, Missouri (D)**

Dick Gephardt was elected in 1994 to serve as House Democrat, the top-ranking Democrat in the United States House of Representatives. Previous to being elected House Leader, Gephardt served as Majority Leader for more than five years. Gephardt was first elected to represent Missouri's Third Congressional District in 1976. As a House freshman, he served on both the Ways and Means and Budget committees, where he quickly became a national leader on health care, trade and tax fairness. In 1984, he was elected Chairman of the House Democratic Caucus.



A native of St. Louis, Gephardt was born in 1941 in the same St. Louis neighborhood he now represents today. After graduating from Northwestern University and the University of Michigan Law School, he began his career in public service as a precinct captain in St. Louis's 14th Ward. From there, he was twice elected Alderman, and became known as the leader of a group of aggressive young reformers known as the "Young Turks," who implemented bold new policies to revive the city.

**John Lopez, Chairman & CEO, Lopez Foods, Inc.**

Under the leadership of John Lopez, Lopez Foods, Inc. (LFI), has become one of McDonald's most cost-effective national suppliers and has become a benchmark in the meat processing industry. LFI supplies all-beef hamburger patties, pork breakfast sausage and Canadian-style bacon to the McDonald's restaurant system. For fourteen years, Lopez and his family-run operation grew from one to four McDonald's restaurants in the Los Angeles area, which had annual sales of approximately \$8 million. From 1971 to 1978, Mr. Lopez served as a Program Officer for the National Council of La Raza (NCLR), where he coordinated the development and operation of Southwest Investors, Inc., a Minority Enterprise Small Business Investment Company.



In 1970, Lopez held the position of Assistant Regional Vice President for the National Economic Development Association where he assisted members of ethnic and racial minority groups in the development of business plans, acquisition of management assistance, identification of business opportunities and securing of financing for business endeavors.

The National Hispanic Employee Association has most recently recognized Lopez as the 1997 Entrepreneur of the Year and the Hispanic American Police Command Officer Association recognized him as the 1996 Entrepreneur of the Year. In addition, Mr. Lopez serves on a variety of boards including the Ronald McDonald House Charities, Oklahoma City Latino Community Development Agency and the Jim Thorpe/NFL Players Ronald McDonald Golf Classic, to name a few.

**Dr. Antonia Pantoja, Executive Director, Producir, Inc.**

Dr. Pantoja, founder of ASPIRA, and legendary for her role in the education and leadership development of Puerto Rican youth in the United States and Puerto Rico, was selected in 1996 to receive the Presidential Medal of Freedom. For many years, Dr. Pantoja has been a nationally recognized leader in education, justice and community development. In addition to ASPIRA, Dr. Pantoja has established a number of organizations and institutions in the Puerto Rican community. Her latest effort, PRODUCIR, is dedicated to economic development in Puerto Rico.



Dr. Pantoja has held the belief that Puerto Rican and Latino children, as all children, have the right to comprehensive, culturally supportive, and a thorough and efficient education. She was the impetus over the years that has helped Latino youth across the country to organize ASPIRA clubs in hundreds of schools. These clubs engage Latino students in building responsibility, civic participation, and service to their communities.

**Hugo Patiño, Vice President, Research & Development, Coors Brewing Co.**

In his position as Vice President for Research & Development, Hugo Patiño is in charge of all brewing, packaging, container and sensory research, as well as research related to international brewing, quality assurance and the chemical analytical labs. Mr. Patiño joined Coors' research and development team in 1984. He was promoted to director of Brewery Research and Development in 1991, before assuming his current post in 1993. Prior to coming to Coors, Mr. Patiño was an assistant professor of Food Science and Technology at the University of California at Davis. He also spent three years as manager of Brewing Process Engineering with Cuauhtémoc Breweries of Mexico.



Mr. Patiño was graduated from Centro Universitario Monterrey in 1970. He received a bachelor's degree in chemical and industrial engineering from the Monterrey Institute of Technology in Mexico in 1975, a master's degree in chemical engineering in 1976 and a doctorate in chemical engineering in 1979 from the University of Waterloo in Canada. Mr. Patiño is a co-inventor of two patented malt beverages and lectures brewing classes every year at the University of Wisconsin, Madison for the Master Brewers Association.

# K-12 MATH AND SCIENCE TEACHERS!

Are you an outstanding K-12 mathematics or science teacher? Do you implement new, standards-based curricula in your classroom? Do you engage your students in active, hands-on learning? The Presidential Awards for Excellence in Mathematics and Science Teaching (PAEMST) Program, run by the National Science Foundation (NSF), is soliciting entries for its 1998 awards cycle. Two hundred sixteen teachers—four per state and per U.S. jurisdiction—will be awarded.

The Presidential Awards for Excellence in Mathematics and Science Teaching includes:

- ★ a \$7,500 National Science Foundation grant to the awardee's school
- ★ generous educational gifts from private sector and professional organization donors; and
- ★ recognition events in Washington, D.C., including awards ceremonies, Presidential Citations, workshops, and meetings with government and education leaders.

\* Eligible jurisdictions include Washington, D.C., Puerto Rico, the Department of Defense Dependence Schools, and the following U.S. territories at large—American Samoa, Guam, the Commonwealth of the Northern Mariana Islands, and the Virgin Islands.

## 1998 PRESIDENTIAL AWARDS FOR EXCELLENCE IN MATHEMATICS & SCIENCE TEACHING

The program recognizes teachers from all locations and all underrepresented minority groups. The awards are given in the categories of elementary mathematics, elementary science, secondary mathematics, and secondary science.

To apply, you must complete an application and prepare materials for review by a selection committee. Brochures with application request forms are available from your mathematics or science State Jurisdiction Coordinator or from the following address:



NSF PAEMST, Room 885  
4201 Wilson Boulevard, Arlington, VA 22230

To learn more about the PAEMST program, or to download applications, please visit our homepage at <http://www.ehr.nsf.gov/EHR/EST/awards/core.htm>.

The deadline for all completed teacher application packets is February 27, 1998.



Anheuser-Busch Companies and Budweiser are proud to sponsor the 1997 Aspira National Conference



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**Amtrak** (National Railroad Passenger Corporation) is strongly committed to the development of minority business and is actively seeking minority and women-owned business enterprises (M/WBEs) to participate in all aspects of Amtrak's procurement program.

**The maximum opportunity** to provide quality supplies and services to the Corporation will be given to M/WBEs. We are particularly interested in certifying manufacturing, electrical engineering, and general contracting businesses.

Interested M/WBEs are encouraged to request information for certification by contacting:

**Amtrak (National Railroad Passenger Corporation)**  
Minority Business Development Office  
400 North Capitol Street, NW, 7th floor  
Washington, D.C. 20001  
(202) 966-4110

**ALL ABOARD AMTRAK**



**ASPIRA  
Association  
National  
Board of  
Directors**

**National Board of Directors**

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Chairperson of the Board

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Student Representative

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Student Representative

**Mr. Rubén Feliciano**  
Student Representative

**Mr. Heriberto Oquendo**  
Student Representative

**Ms. Glenda Nieves**  
Student Representative

\* Members of the Executive Committee

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787-768-1985



The National Office supports the local offices in their work with students by promoting programs, raising the visibility of the Association, conducting research and disseminating analyses, and acting as a liaison to the federal government and professional organizations. In addition, the National Office coordinates national programs as outlined below.

### **Youth Leadership and Community Service**

The ASPIRA Public Policy Leadership Program provides students with the opportunity to study public policy and work with local and national policy makers in community service and policy internships.

The ASPIRA/AmeriCorps Community Service Program supports volunteers who spend a year tutoring and mentoring middle and high school students and working to bring families together in afterschool activities.

The ASPIRA Alumni Association creates an active network of alumni who will work collaboratively with current students and staff to expand and enrich community-based activities.

### **Educational Access and Careers**

The ASPIRA National Health Careers Program provides 1,000 high school and college students every year with the support to become health professionals.

The ASPIRA Mathematics and Science Academy works to improve the math and science skills of Latino middle school students with hands-on activities, mentors, field trips and academic assistance.

### **Community Mobilization for Excellence**

The Teachers, Organizations and Parents for Students (TOPS) Partnership Program brings these entities together to help individual students achieve their personal and academic goals.

The ASPIRA Parents for Educational Excellence (APEX) Program trains parents to become informed advocates for the improvement of their children's education.

The Mobilization for Equity provides information to community members around the country on public policy issues related to the equity of education services. Legislative advocacy is carried out according to regulations governing 501(c)(3) tax-exempt organizations and is always non-partisan.

### **ASPIRA Research and Advocacy**

ASPIRA's quarterly newsletter, ASPIRA News, provides local and national leaders and the general public with information on ASPIRA's programs and activities. ASPIRA's other publications include training manuals, booklets, reports and fact sheets. Further information on these can be found in the brochure *What's Available from ASPIRA*.

## **ASPIRA National Office Staff**

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### **Ronald Blackburn-Moreno**

President and CEO

### **Myrna Briguely**

Assistant to the President and CEO

### **Nediro Clé**

Manager, Health Careers Program

### **Karon Cox**

Director of Foundation Relations

### **Hot Crooner**

Publications and Computer Specialist

### **Hilda Crespo**

Vice President, Public Policy and

Federal Relations

### **Julia Howell-Barros**

Director of Corporate Relations

### **Cynthia Matlock**

Assistant to the Director of Finance

### **Nuria Roy**

Assistant to Public Policy Programs

### **Violeta Sánchez**

Director, Finance

### **Alvaro Staropoli**

Manager, Mathematic and Science  
(MAS) Academy

### **Christa Stephens**

Manager, ASPIRA Parents for Educational  
Excellence (APEX)

### **Candy Vidal**

Director, Management Systems and Accounting

### **Johnny Villamil-Casanova**

Executive Vice President, Program Development

### **Diane Wood**

Assistant to Leadership Programs

### **Oscar Zuñiga-Montero**

Manager of School-Community Collaboratives

*Since 1989  
The ASPIRA Association  
and  
Educational Testing  
Service*

*have pooled their  
resources to expand  
educational and  
career opportunities  
for Latino students  
of all ages.*



**Conference Registration**

**2:00 p.m. – 7:00 p.m.**

**Exhibit Hall**

**4:00 p.m. – 7:00 p.m.**

**Opening Reception**

**6:00 p.m. – 10:00 p.m.**

**Grand Ballroom**

**Welcome:**

*Francisco Tavera, Student Board Member*

*Ronald Blackburn-Moreno, President and CEO, ASPIRA Association, Inc.*

*Raquel Ortiz, Chairperson, National Board of Directors*

**Presentations by:**

*The Honorable Xavier Becerra*

*Chairperson of the Congressional Hispanic Caucus*



*The Honorable Aida Alvarez*

*Administrator, Small Business Administration*



*John Lopez*

*Chairman and CEO, Lopez Foods, Inc.*



**Recital by:**

*Angel Del Rio, Puerto Rican classical guitarist*

Born in New York City, Angel Del Rio is a graduate of the Music Conservatory. He holds a bachelor's degree in music and has attended several graduate classes taught by international artists. After performing classical and popular guitar for several years, his studied under the distinguished concert guitarist Manuel Gayot. In addition he has also taught music at the Puerto Rico Music Observatory. Recently he was recognized by the National Endowment for the Arts for his musical competence. Mr. Del Rio currently resides in Connecticut where he teaches and performs as a classical and pop guitarist.



**Student Gathering and Party**

**8:00 p.m. – 12:00 midnight**

**London Room**

**Agenda**

<b>Conference Registration</b>	<b>7:00 a.m. – 3:00 p.m.</b>
<b>Exhibit Hall</b>	<b>7:30 a.m. – 6:00 p.m.</b>
<b>Continental Breakfast</b>	<b>7:30 a.m. – 8:15 a.m.</b>
<i>Grand Ballroom</i>	
<b>Keynote by the Honorable Richard Gephardt (D-MO)</b>	<b>8:15 a.m. – 8:45 a.m.</b>
<i>Grand Ballroom</i>	
<b>Concurrent Sessions</b>	<b>9:00 a.m. – 11:00 a.m.</b>



**Entrepreneurship & Technology**

*Salon B*

Where do entrepreneurship and technology meet and what is the result? Learn from experts with first-hand experience in technology and entrepreneurship how they accomplished their entrepreneurial dreams through the use of technology. These technology-based businesses are nationally recognized for innovative leadership in the areas of corporate and technical development and public service. The panelists will share several decades of professional experience in information systems implementation, teaching, business and technical consulting, and executive management. Their work has helped a multitude of organizations, from small to medium size businesses, and inner-city residents.

*Ed Lurie, CEO, Gray Matter, Inc.*

*Deborah Aguilar-Velez, President and CEO, Systematica, Inc.*

*Roberto Frisancho, Chairman and CEO, The Inca Corporation*



**Legislative Update on Technology & Entrepreneurship**

*Salon A*

The ever-changing world is now speeding up as new ventures and technologies are introduced. Understand the latest legislation on technology and entrepreneurship and its impact on the for-profit and non-profit sectors. More specifically, learn the effect of new legislation in terms of access or lack thereof to technologies by underserved communities. New legislation in the area of entrepreneurship and its effects will also be discussed in this panel.

*Andrew Blau, Director, Communications Policy and Practice, Benton Foundation*

*Thomas Hardy, Program Officer, NTIA, TIAP, US Department of Commerce*

**Concurrent Sessions (continued)**

**9:00 a.m. – 11:00 a.m.**



**Successful Role Models in the Corporate Setting**

**Salon C**

Meet several successful Hispanics in the corporate setting through this panel presentation. These role models, seasoned Hispanics with key positions in corporate America, will share information about their education and career paths to success, their challenges (and how they overcame them), those who helped them, and those they helped along the way. An open question and answer session will follow the presentation.

**Keynote:** *Hugo Pattino*, Vice President, Research & Development, Coors Brewing Company

*Angelo Gonzalez*, Manager of Community Relations, Time Warner Inc.

*Monica Matos*, Director of Sales, Applications Consultants, Disclosure, Inc.

*Linez Stewart*, Vice President, Human Resources, Polaroid Corporation

*Luis Sanchez*, National Director of Multicultural Markets, Aetna Life Insurance and Annuity Company

**Concurrent Session**

**9:00 a.m. – 12:00 noon**



**Developing a Business Plan**

**Paris Room**

For a variety of experts that have assisted hundreds of for-profit professionals in developing their skills and designing analytical frameworks to effectively strengthen their organizations. Learn how to develop a business plan from conception to execution. You will start to finish. Learn how brainstorming, research, and financial planning are as essential steps towards reaching your organization's mission. You will understand the aspects of a business plan and the steps necessary from constructing a budget to getting an organization off the ground and keeping it going.

**Cris Cabán**, President and CEO, Atlantic Resources Corporation

**John Mathis**, Instructor, Social Action and Leadership School for Activists (SALSA), Institute for Policy Studies

**Anna Speerforck**, Director, Social Action and Leadership School for Activists (SALSA), Institute for Policy Studies

**Showcase of Federal Agencies and Model Programs**

**11:00 a.m. – 12:00 noon**

**London Room**

The purpose of this session is to give conference participants the opportunity to meet informally with representatives from federal and nonfederal agencies, organizations and institutions to discuss opportunities for collaboration. Several tables have been set up for participants to meet on a person-to-person basis with agency representatives at their leisure.

**Conference  
Agenda**

**Lunch**

**12:15 p.m. - 1:30 p.m.**

*Grand Ballroom*

*Address by Sydney Velasco, ASPIRA of New York*

**Keynote by:**

*Dr. Antonia Pantoja, Founder of ASPIRA*

**A Vision of New Leadership for Community Economic Development**



**Concurrent Sessions**

**2:00 p.m. - 3:50 p.m.**



**Model Programs for Young Entrepreneurs**

*Salon A*

Acquire information about innovative model programs that heighten the business, financial, economic, and entrepreneurial skills of youth. Through these programs, individuals acquire a set of skills necessary for economic self-sufficiency and at the same time aid in combating endemic problems plaguing our communities. Participants will learn how these programs prepare, educate and encourage youth to maximize their individual potential while developing them into young entrepreneurs.

*Wendi Cherry, Director, Business Development Center,  
The Entrepreneurial Development Institute (TEDI)*

*Stella Horton, Trainer, The Education Training and Enterprise Center (ETEC)*

*Alice Klepper, Trainer, The Education Training and Enterprise Center (ETEC)*

*Steve Lawrence, CEO, Institute for Youth Entrepreneurship (IYE)*



**Youth in Corporate America**

*Salon B*

This session presents successful youth programs in corporate America and the experiences of youth who have participated in them. Hear impressions from young adults as they enter the corporate world. Young adults relay their expectations, challenges and experiences of their introduction to the corporate world. Interact with this panel of speakers through a question and answer session following the presentation.

*Ivette Rodriguez, Operations Manager, INROADS, Inc.*

*Ted Thornton, Sr., The Washington Center*

**Concurrent Sessions**

**2:00 p.m. - 5:00 p.m.**



**Developing a Strategic Communication Plan**

*Salon C*

Learn the best ways to inform the general public and potential clients about all that your organization has to offer. This hands-on session will focus on concrete, innovative communications strategies and technologies used to build the communication capacity of your organization. A group of experts who traditionally serves a wide range of non-profit organizations and associations in the area of communications, from large to small community-based non-profits, will reveal the importance of a strategic communications plan and guide you through its development process.

### Developing a Strategic Communication Plan (continued)

**Bonnie McEwan**, Acting Chair, Non-Profit Management Program, Robert J. M. and  
Graduate School of Management and Urban Policy, New School for Social Research

**Olga Vargas de Lester**, Senior Associate, The Widmeyer Baker Group

**Philip Wilbur**, Acting Executive Director, The Center for Strategic Communications



### Marketing Your Organization, Products and Services

Salon D

Marketing is a broad strategic function that permeates the organization and aids in linking the organization to the outside world, customers, funding sources, competitors, regulatory agencies and other relevant publics. Marketing can play a key role in improving management practice as well as in increasing the earned income of non-profit organizations. Speakers will offer frameworks for developing and implementing marketing strategies for the non-profit organization.

**Juan Albert**, Vice President of Marketing, United States Hispanic Chamber of Commerce

**Carol Brainard**, Senior Consultant, Brainard Associates

**Mike Martinez**, CEO, Ingenuity Marketing Concepts

### Concurrent Sessions

4:10 p.m. – 6:00 p.m.



### Developing a Not-for-Profit Cooperative

Salon A

What is a not-for-profit cooperative? This panel will define what a non-profit cooperative is and explore its pros and cons. This session will also address the steps necessary to establish a non-profit cooperative, lessons learned, and pointers for its success.

**Paul Hazen**, Chief Operating Officer, National Cooperative Business Association

**Judy Ziewacz**, Executive Director, Cooperative Development Foundation



### Resources for Promoting Entrepreneurial Development in Youth and the Community

Salon B

A series of presentations from this panel will communicate the current trends in philanthropic giving to minority serving organizations. The panel will present information on resources available, requirements, and expected outcomes of programs for promoting entrepreneurial development in youth and the community.

**Rudy Fuentes**, Senior Advisor to the Director, Minority Business Development Agency  
(MBDA), US Department of Commerce

**Steven Paprocki**, Associate Director of Research, The National Committee for Responsive Philanthropy (NCRP)

**Julie Silard**, Director, National Foundation for Teaching Entrepreneurship (NFTE)

**Renata Hron**, Program Officer, The Hitachi Foundation

**Conference  
Agenda**

**Student Caucus with Successful Entrepreneurs**

**4:30 p.m. - 6:00 p.m.**

**London Room**

Students will participate in a "talk show" with successful Hispanic role models in entertainment, government and business. Panelists will share their educational and professional experiences, as well as their mentoring relationships over the years, while the talk show host encourages students to think critically about their role as future leaders in their own communities. On Friday morning, students will have the opportunity to present their recommendations to conference participants.

**Anna Maria Arias, Editor and Publisher, Latina Style**

**Fern Burguillos, Senior International Relations Director, U.S. Department of Housing and Urban Development**

**Angelo Gonzalez, Manager of Community Relations, Time Warner Inc.**

**Raquel Ortiz, Senior Producer, Video Publishing Group, Inc.**

**Deborah Rosado Shau, CEO, Umbrellas Plus and President, PowerLines**

**Host: Tony López, President, ASPIRA of New York, Inc.**

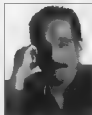
**Dance**

**8:00 p.m. - 12:00 midnight**

**Grand Ballroom**

**Willie Colón**

Willie Colón, Bronx-born of Puerto Rican grandparents, has fused his musical talent, his passion for humanity, and his community and political activism into an extraordinary, multifaceted career. As a musician, composer, arranger, singer and trombonist, as well as producer and director, he has created 39 productions that have sold over ten million records worldwide. As director of the band "Legal Alien," he has won 11 Grammy nominations, has fifteen gold and five platinum records, has collaborated with such musical greats as Ruben Blades, David Byrne, Hector LaVoe, and Celia Cruz. During his musical odyssey from the Bronx to the world scene, he moved from a fascination with the tropical paradise of the ancestors to the stark street images of youth and social struggle and finally to a mature fusion of joy and injustice, beauty and suffering, romance and realism. He has become an articulate and responsible public figure. As a community leader, he has won both local affection and national recognition. Colón first emerged as a leader and organizer at age 16. He has since been a civil rights, community and political activist, as well as being Chair of the Association of Hispanic Arts, a member of the Latino Commission on AIDS, a member of the United Nations, Immigrant Foundation, President of the Arthur Schomburg Coalition for a Better New York, member of the Board of Directors of the Congressional Hispanic Caucus Institute and various other projects and organizations too numerous to mention. In 1997 Willie Colón became a spokesperson for the international relief and development organization CARE.



**Peligro**

Together since 1979 Daniel Alexander and his Orchestra have been consistent in their approach to the Afro-Cuban style, at the same time evolving through the years. This band is comprised of musicians from such places as Puerto Rico, Colombia, El Salvador, Peru, Panama and the United States. Their fans have nicknamed them "Orquesta Peligro" because of their aggressive, upbeat and unique style.





**Conference Registration** 7:00 a.m. – 9:00 a.m.

**Exhibit Hall** 7:30 a.m. – 12:30 p.m.

**Continental Breakfast** 7:30 a.m. – 8:15 a.m.

*Grand Ballroom*

**Student Caucus Report** 8:15 a.m. – 9:15 a.m.

**Concurrent Sessions** 9:45 a.m. – 12:30 p.m.



**Self-sustaining Non-Profits: For Profit Arms and Revenue Generating Strategies**

*Salon A*

Traditionally, non-profits have relied on development as their main mechanism for sustainability. However, a new age of increased competition challenges this strategy for sustainability. A panel of experts will describe strategies for non-profits to diversify their sources of income and to work toward sustainability from within the organization. Learn about social entrepreneurship and revenue generating strategies that are in line with the vision and mission of your organization.

**Luis Domínguez**, Director, McGraw National Licensing Program, National Crime Prevention Council

**Rey Hollingsworth Falú**, Executive Vice President, Universal Business and Media School

**Kevin Horsted**, Administrator, National Legal Aid and Defender Association

**Jim Schroeder**, Deputy Executive Director and Controller,  
Friends of the National Zoo, FONZ



**Successful Young Entrepreneurs**

*Salon B*

Explore programs for young people who have the creativity and energy to launch new organizations or ventures that act as catalysts for permanent social change. Through such programs, youth are given the support they need to get their ideas off the ground, moving them from idea to action. Hear the personal stories of young entrepreneurs who are creating innovative solutions to the problems facing their communities. Through their contributions, both big and small, they become effective citizens, employees and future business owners.

**Suzanne Isack**, Director, Fund for Social Entrepreneurs

**Young Entrepreneurs**, Fund for Social Entrepreneurs

**Katie Hultquist**, Director, Washington DC Program Operations, Youth Venture

**Young Entrepreneurs**, Youth Venture

**Concurrent Sessions (continued)**

**9:45 a.m. – 12:30 p.m.**



**Successful Collaboratives with the Corporate Sector**

**Salon C**

This session presents successful collaborations between non-profits and for-profits that attain common objectives and advance the missions of both organizations. This hour-long session will examine how your organization can form partnerships beyond the financial and how such partnerships maintain longevity due to their interdependent nature. Through these types of collaborations, non-profit organizations have been able to raise millions of dollars for their causes. Panelists from both sectors will share how they started what became successful collaborations and the steps, parameters and goals used to achieve and maintain them.

*Noreen Casey*, Senior Vice President, CoreStates Financial Bank

*Gloria Lyons*, Plan Coordinator, Save Our Waterfront

*Vicky Olson*, Director of Educational Partnerships, The Family Education Company

*Tom Wilson*, Director of Business Development and Quality, Communities in Schools

*Sara Salvide*, Deputy National Executive Director of Corporate Meetings and Relations, Girl Scouts of the USA

*Elisa Sanchez*, President and CEO, MANA, A Latina Organization



**Technology for Non-Profits: What It Is and How You Use It**

**Salon D**

Find out how to use technology and how it can be helpful to strengthen the overall goals and function of your organization. Presenters with an in-depth knowledge of technology will demonstrate the effective use of technology for non-profit organizations. Communications software and hardware, e-mail, the Internet, and software for everyday use will be explored in this session.

*Bruce Nickerson*, CEO, B.L. Nickerson and Associates

*Gisele Audrey Mills*, Co-founder, TechnoMama, Inc.

**Lunch**

**1:00 p.m. – 2:00 p.m.**

*Grand Ballroom*

**Closing Remarks**

**2:00 p.m. – 2:30 p.m.**

*Grand Ballroom*



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communities through  
entrepreneurship  
and technology.

**Latina**

### State Offices

ASPIRA &amp; Lighthouse

ASPIRA Business Skills Lab

ASPIRA Summer Enrichment Seminars

Elementary and middle school students attend a six-week summer program from July to mid-August. The various program activities are geared to broaden the career horizons of Latino youth in the math and science fields. Activities include safe and supervised recreation opportunities and field trips.

## ASPIRA Club Federation

During this after-school activity, high school students develop leadership skills, improve academic skills, learn to work together, learn about teamwork, improve self-esteem through increased cultural awareness and pride, and gain a better understanding of their community.

## ASPIRA Public Policy Leadership Program

High school juniors and seniors attend this year-round program that provides hands-on experience to students in the development of public policy, understanding the impact on their lives, and knowledge of processes leading to policy changes. The core components of this program include leadership seminars, community service, internships, and national internships.

## ASPIRA Corporate Volunteerism Model Program

Buckley's Middle School is an corporate-sponsored, Adopt-A-School program in Central Bucks Middle School High School, a Middle-Middle School. The program was developed and is associated with the Connecticut Business and Industry Association. It is involved in a two-year integrated model of a community based collaborative. Program components include: 1) professional development opportunities for teachers; 2) career and community service for students; 3) a three-pronged review of the school's curriculum and the community; and 4) effective employee community service.

## ASPIRA TV / Studio Production Club

This program was designed to provide an interactive environment for the student, a system that the student can use as an independent learning process. The program instructs the right work steps as well as the design, development, and evaluation phases of developing a new design. The program also monitors the student's progress, knowing the design's technical support, and can also provide the student with a graphical representation of the design. The program also provides a means for the student to save and retrieve design data, and can also provide a means for the student to save and retrieve design data.

ASPIRA is committed to pursue the highest quality program through its partnership with Florida's public and private sectors. Through this partnership, ASPIRA has been able to reach thousands of young people.

The following programs are run through the ASPIRA, Inc. of Florida office:

### **Accolade South Middle School**

Funded by the Dade County Public Schools, Accolade South is an alternative education program that serves 100 high-risk students who are referred to the program by the courts, the school, intensive counseling, and a non-punitive behavior modification system.

### **Pathways to Success**

Through the South Dade Northern Trust and JDP, ASPIRA is sponsoring an urban neighborhood-based youth center that provides a safe haven in South Dade County for after-school activities: soccer, basketball, folklore dance, painting murals, and a career club.

### **Governor's Drug Free Communities Program**

Funded by the Governor's Office, this program targets 160 high-risk migrant and minority youth in South Dade County. Services include drug and alcohol abuse prevention, shelter care, and alternative education students, as well as for gang members and dropouts in the community.

### **Hurricane Andrew Recovery and Rebuilding Fund**

Funded by the Florida Department of Community Affairs, this program provides job training skills and placement of youth, ages 16-19, who have dropped out of traditional school programs.

### **United Way Field Service**

With the Girl Scouts of Tropical Florida as a partner, this program targeted 1,120 high-risk migrant and other minority students in South Dade County. The United Way sponsored ASPIRA to implement special events such as the Young Latinos Conference and Niños Heroes workshops.

### **Broward Initiative**

In 1990, Amoco Oil Corporation selected ASPIRA of Florida to distribute minority scholarships in Dade, Broward, and Palm Beach counties. Through this effort, ASPIRA contacted the Broward County Public Schools Dropout Prevention Program. With their support, Linda Wilhoit, Principal of Perry Middle School, in the ASPIRA home base, led a successful grant-writing effort. Over several years, ASPIRA has distributed over \$100,000 in scholarships to high-risk youth in Perry and Andri Meda schools as part of the Project EMPOWER initiative. This after-school program, under the direct supervision of a teacher, has encouraged and nurtured basic and advanced literacy, career education, child development and parenting skill discussions, as well as community service activities were also conducted. Further development with Dr. Petruzzello led to the approval of an alternative middle school for Latino and other youth in South Broward County. For the 1996-1997 school year, ASPIRA initiated ASPIRA Centers in South Broward County. ASPIRA Middle and High School Clubs, clubs and a parent support group are funded by the Children's Services Bureau of Broward County.

### **Palm Beach Initiative**

As early as August 1991, ASPIRA began the process of responding to community support for ASPIRA programs in Palm Beach County. ASPIRA staff addressed a joint meeting with the Hispanic American Advisory Board of West Palm Beach and the Spanish American League against Discrimination. After this meeting, many attendees expressed an interest in ASPIRA providing services to Latino youth in the county. Our involvement in the area was halted temporarily by Hurricane Andrew. As the Hispanic population increased, there was a community effort to provide outreach prevention services for youth. In January 1996, local grass roots community leaders held the first meeting of the Palm Beach Strategic Committee. These leaders represented ASPIRA, the City of West Palm, the public schools, and the private industry and studied ways of the Hispanic community requested that ASPIRA provide services in the area and certified with them. By November 1996, the ASPIRA Palm Beach Board of Advisors was formed. The Children's Services Council currently provides funding for this initiative, which includes expansion of the ASPIRA program at three public schools.

**State Offices**

ASPIRA, Inc. of Illinois is a Public Benefit Corporation organized and dedicated to the development and social, economic, cultural, and leadership development of Latinos through education, leadership and the intellectual development of Latinos in the State of Illinois.

The following programs are run through the ASPIRA, Inc. of Illinois office:

**Leadership Development Institute**

The ASPIRA Leadership Development Institute (LDI) operates under the leadership of a national office which coordinates the program to foster Leadership Development Institutes throughout the state. The LDI is a national program which provides ongoing leadership development activities and service projects in their schools and communities. Nearly 600 students participate in the program each year.

**Family Math/Science Program**

ASPIRA of Illinois' Family Math/Science Centers encourage young Latino children to study and explore new scientific and mathematical concepts. The program provides supplemental tutoring and academic support to 80 grade school students and their parents. ASPIRA has also initiated a pre-freshman computer science enrichment program for bilingual students in conjunction with Loyola University. The computer program is necessary in order that students who are not likely to be accepted in other such programs because of limited English proficiency.

**ASPIRA Alternative High School**

The ASPIRA Alternative High School is a state certified, diploma granting school that serves youth between the ages of 16-21 who have been officially dropped from the public school system. ASPIRA Alternative school provides a career and technical training program as well as developing social, personal, and career goals. The program is funded by City Colleges of Chicago through its Training Alternative and Optional Educational Program.

**Robert Clemente Community Academy Program**

The Robert Clemente Community Academy Program concentrates on student motivation, academic support, college and career motivation and orientation, and parental involvement. The program successfully collaborates between the school community, parents, teachers, administrators, and students, and the Local School Council, to boost attendance rates and increase the number of students applying to college. ASPIRA works to improve the conditions at Clemente by providing technical assistance to the Council as it works towards the implementation of the school's improvement plan.

**Talent Search Program**

The primary objective of the Talent Search Program, which is funded by the US Department of Education, is to encourage high-achieving students in high schools and two-year community colleges to stay in school and continue on to high school to pursue higher education. Talent Search activities provide information on career, college, higher education, assistance with applications for admission and financial aid, as well as assistance with ACT and SAT test preparation. In 1993-94, services were provided to 800 students.

**Property Management Training Program**

This program is a collaborative effort between ASPIRA and the Illinois Development Corporation. Property Management Services Corporation, Department of Housing, Chicago Housing Authority and the Department of Purchasing and Contracts is designed to increase the number of minority property managers. ASPIRA also works for the recruitment of public college and high school students into the training workshops and seminars. Students explore property management as a career while receiving training from professionals.

**Drug Abuse Prevention Program**

Drug Abuse Prevention promotes health and provides a format to stop substance abuse among Latino youth. The program offers workshops and seminars that address self-esteem, cultural identity, health, and stress. ASPIRA has been operating over 2,000 workshops and parent's health clinic this program annually.



The Youth Leadership Development Program is a 22-week core program of ASP/RA. Training includes leadership development activities that use the "ASP/RA Process" as a framework for action. The program provides leadership training for future community leaders and is a coordinated process of instruction, research, development of leadership skills, and practice experiences. Participants each learn and present their ASP/RA success story. As a result, they are that of some twelve years in the past, also as a result of their training, they are in New York City. The 11 public and 5 HBCU Master's programs and workshops, social, art, theater, and other arts workshops, as well as a high school. A major goal of ASP/RA is the ASP/RA Project, a long-term program that works with a high school to develop a leadership training and action plan, and a high school, which is a public high school. The 11 schools of the ASP/RA Network Association, the Department of Education, Services, Community Development Agency, and private foundations.

The New York Writing Academy, Reading and Literacy (NWAR) Project supports a rich, multidimensional professional development program serving highly motivated students, teachers, and administrators. The program includes a variety of activities, including parent workshops, and leadership development club services. This program is funded by the United Way of New York City/APS Program.

[illegible]

CICAP provides students with academic and financial aid counseling, college placement activities, preparation of resumes, and business letter assistance. Counseling is provided by CICAP through career groups: Law, Communications, and Health. This encourages participation in these professions through work-study, internships, and apprenticeships. CICAP sponsors the U.S. Department of Education and the ASPIRA National Association.

[illegible][illegible]



## ASPIRA Youth Leadership Development Institute

[illegible]

**"ABRIENDO CAMINOS" Creating Opportunities Project**

ASPIRAS "Añorando Caminos" program is currently in its ninth year of operation. The major focus of the program is to prepare Puerto Rican and other Latino dropouts between the ages of 16-21 for career advancement by the time they are employed to help them to seek financial independence. One of the program's strengths is providing a series of educational and social experiences to students in all curriculum areas, the emphasis being on leadership development and cultural awareness.

## Summer Youth Career/Vocational Exploration Program

The Summer Youth Career Institute (SYCI) program is a six-week intensive ASPRA-sponsored employment program for inner-city youth ages 16-19. Each summer ASPRA sponsors 150 participants from 10 inner-city public housing projects in the Washington, DC area. The program is designed to provide a structured, supervised, and supervised work experience for inner-city youth. The program is designed to provide a structured, supervised, and supervised work experience for inner-city youth. The program is designed to provide a structured, supervised, and supervised work experience for inner-city youth.

## Educational Talent Search Counseling Program

The Education Trust for Students (ET) is the Program designed to assist the students from low-income, college-age youth who apply and enroll in postsecondary institutions. The services and programs include education, development, cultural awareness, and social empowerment activities. It works to assist students in self-esteem, communications, group dynamics, SAT review courses, interview skills, and application materials. The ET also provides assistance to the students to participate in a college conference sponsored by local postsecondary institutions. The Education Trust for Students (ET) Scholarship is also awarded to "ASPIRA Scholars."

## ASPIRA / AmeriCorps Community Service Program

The ASPIRA/AmriCorps Community Service Program is committed to improving the education, leadership skills, and career responsibility of Puerto Rican youth, in part by providing leadership training, career development, and service to their communities. ASPIRA/AmriCorps is an eleven-month, school-based service program that trains and places young adults in various community-based high schools as well as in national business corporations, providing a career ladder to the state and youth development and leadership training and school activities for youth and parents.

## 21st Century Community Learning Center at Edison/Ferreira

This project's overarching goal is to establish a community learning center that builds and enhances existing initiatives to meet the needs residents face. A key success indicator will be the center's incorporation with the area's operated by the city's public housing authority, which provides social services, and will coordinate similarly with local business and industry for training and job placement, leading to community economic growth.

### State Offices

### **State Offices**

In accordance with its philosophy and mission, ASPIRA of Puerto Rico continues to strive as a leading organization in the development of children, youth and adults in the diverse sectors of the country. Its singular methodology, known as the ASPIRA Process, is evaluated periodically to make adjustments that best meet these changing needs. Research in the fields of education, social development, social dropouts, and culture is being incorporated in Puerto Rico. These studies are being applied to the streets of the towns and cities, extended to all kinds of Hispanics and communities. Much of the research is being applied to these communities. Through ASPIRA's work over the years, this population, the ASPIRA of Puerto Rico staff has seen many lives transformed and saved. A large number of former school dropouts today serve their country as professionals in business and in other careers. These individuals with ASPIRA of Puerto Rico's emphasis on education, family development, and social impact are some of the many individuals who are participating in the ASPIRA of Puerto Rico office include:

#### **Upward Bound Program**

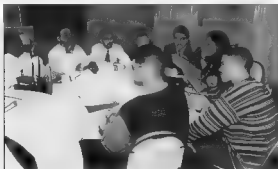
The goals of this program are to assist 70 participants each year to complete secondary education and to continue and complete their postsecondary education programs. This project provides academic, vocational and personal counseling, and a career intensive education program. The ASPIRA of Puerto Rico's Academic Skills Support Program is well respected nationwide. The two activities go hand-in-hand with counseling and tutoring. The focus is on the development of the whole person. Undergraduate and graduate students are also postsecondary education programs. Additionally, Upward Bound students have been successful in competing for scholarships sponsored by other organizations. In 1991 and 1993 they won scholarships with Academic Olympics of the Caribbean Association of RICO Programs. Other students have a strong record of success in sports activities, including basketball, and achievement, and in sports activities.

#### **Talent Search Program**

This is one of the most popular ASPIRA programs. The purpose of the program is to identify children with potential for education, high achievement, and to encourage them to continue secondary education programs, publicize the importance of student financial assistance, and motivate every high-achieving person who lives in a high-achieving community. The program is designed to provide these programs, provide academic and career counseling, and to provide career exploration and aptitude assessments.

#### **Teachers/Parents Collaborating in Middle Schools**

ASPIRA Teachers, Organizations, Parents, and Students (TOPS) was developed as a law enforcement research and training project. It is a joint effort by ASPIRA, the parents, and the working with the school system. TOPS projects include training ASPIRA programs, and the parents and mentor training into a unique child-centered support structure for youth. Each student in the program is mentored by the adult team, and the education and the parents, and the teacher, and the counselor. With counseling assistance, the student determines his or her goals for a given school year, and each adult team member develops action plans to help the student achieve these goals.



# Hugo Patiño: de inmigrante a ciudadano



Hugo Patiño es un hombre latinoamericano en busca de nuevas oportunidades. Con el tiempo sus esfuerzos comienzan a dar frutos. Un día como cualquier otro, se ha convertido en ciudadano.

Su historia es similar a la de millones de inmigrantes. Le va a ser más fácil de ahora. Por eso, si usted está dispuesto a este paso, únase a la Campaña Coors para Ciudadanos. Juntos podremos ayudarlo. Vámonos a Ciudadanos. Este video es una manera sencilla de prepararse para responder a exámenes de ciudadanía.

El video está en español. Le enseñamos a usar el video gratis. Así usted también puede ver Hugo Patiño pasar de inmigrante a ciudadano.



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## Conference Speakers List

- Deborah Aguilar-Vales**, President and CEO, Sistematica, Inc., Trenton, NJ
- Juan Albert**, Vice President of Marketing, United States Hispanic Chamber of Commerce, Washington, DC
- Andrew Blau**, Director, Communications Policy and Practice, Benton Foundation, Washington, DC
- Carol Brinard**, Senior Consultant, Brainard Associates, Durham, NC
- Cris Cabon**, President and CEO, Atlantic Resources Corporation, Reston, VA
- Moreen Casey**, Senior Vice President, CoreStates Financial Bank, Philadelphia, PA
- Wendell Cherry**, Director, Business Development Center, The Entrepreneurial Development Institute (TEDI), Washington, DC
- Louis Dominguez**, Director, McGrath National Leadership Program, National Crime Prevention Council, Washington, DC
- Ray Hollingsworth-Falk**, Executive Vice President, Universal Business and Media Services, New York, NY
- Roberto Frisochoa**, Chairman and CEO, The Inca Corporation, Washington, DC
- Rudy Fuentes**, Senior Advisor to the Director, Minority Business Development Agency (MBDA), U.S. Department of Commerce, Washington, DC
- Angelo Gonzalez**, Manager, Community Relations, Time Warner, Inc., New York, NY
- Thomas Hardy**, Program Officer, NTIA, U.S. Dept. of Commerce, Washington, DC
- Paul Hazen**, Chief Operating Officer, National Cooperative Business Association (NCBA), Washington, DC
- Kevin Horsted**, Assistant Secretary, National Legal Aid and Defender Association, Washington, DC
- Stella Horton**, Trainer, The Education Training and Enterprise Center (ETEC), Camden, NJ
- Ranata Ikon**, Program Officer, The Hitachi Foundation, Washington, DC
- Katie Hultquist**, Director, Washington, DC Program Operations, Youth Venture (formerly Ashoka Innovators for the Public), Arlington, VA
- Suzanne Isack**, Program Director, Fund for Social Entrepreneurs, Washington, DC
- Alice Klepper**, Trainer, The Education Training and Enterprise Center (ETEC), Camden, NJ
- Steve Lawrence**, Executive Director, Institute for Youth Entrepreneurship (IYE), New York, NY
- Gloria Lyons**, Plan Coordinator, Save Our Waterfront, Camden, NJ
- Ed Luria**, President and CEO, Gray Matter, Inc., Fairfield, CT
- Mike Martinez**, CEO, Ingenuity Marketing Concepts, Chicago, IL
- Jonathan Morhis**, Institute for Social Action and Leadership School for Activists (SALSA), Institute for Policy Studies, Washington, DC
- Monica Matos**, Director of Sales Applications Consultants, Dishware, Inc., New York, NY
- Bonnie McEwan**, Acting Chair, Non-Profit Management Program, Robert J. Miano Graduate School of Management and Urban Policy, New School for Social Research, New York, NY
- Gisela-Audrey Mills**, Co-founder, TechnoMama, Inc., Washington, DC
- Bruce L. Nickerson**, Certified Public Accountant, Bruce Nickerson & Associates, New Alexandria, VA
- Vicky Olson**, Director, Educational Partnerships, The Family Education Company, Boston, MA
- Steven Paprocki**, Associate Director of Research, The National Committee for Responsive Philanthropy (NCRP), Washington, DC
- Monces Perez**, Executive Director, Alanza Dominicana, New York, NY
- Ivette Rodriguez**, Operations Manager, INROADSWreater Hartford & Springfield, IL
- Sara Salvade**, Deputy National Executive Director, Corporate Meetings and Relations, The World Society of the USA, New York, NY
- James Schroeder**, Deputy Executive Director and Controller, Friends of the National Zoo, Washington, DC
- Deborah Rosado Shaw**, CEO, Umbrellas Plus and President, Powerlink
- Julie Silard**, Director, Non-Profit Institute for Teaching, Entrepreneurship (NET), Washington, DC
- Elisa Sanchez**, President and CEO, MANA, A National Latin Organization, Washington, DC
- Luis Sanchez**, National Director of Multicultural Markets, Actua Life Insurance and Annuity Company, Hartford, CT
- Anja Speerforck**, Director, Social Action and Leadership School for Activists (SALSA), Institute for Policy Studies, Washington, DC
- Ilina Stewart**, Vice President, Human Resources, Polaroid Corporation, Cambridge, MA
- Ted Thornton**, Sr. Internship Director, The Washington Center, Washington, DC
- Olga Vargas de Lestor**, Senior Associate, The Widener-Baker Group, Washington, DC
- Phillip Wilbur**, Acting Executive Director, Center for Strategic Communications, New York, NY
- Tom Wilson**, Director, Business Development and Quality Communities Development, Alexandria, VA
- Judith Kaye Ziewack**, Executive Director, Cooperative Development Foundation, Washington, DC

## **Showcase of Federal Agencies and Model Programs**

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### *Confirmed Agencies*

#### **Agency for International Development**

##### **Department of Commerce**

National Telecommunications and Information  
Administration  
Public Telecommunications Facilities Program

##### **Department of Education**

Eisenhower Professional Development Program  
Partnership for Family Involvement in  
Education  
School Improvement Programs  
Regional Technology in Education  
Consortia OERL  
Office of Educational Research and  
Improvement  
Adult Education and Literacy Division  
Office of Bilingual Education and Minority  
Languages Affairs

##### **Department of Health and Human Services**

Center for Substance Abuse Prevention

##### **Food & Drug Administration**

Office of Consumer Affairs

##### **Bureau of Health Professions**

##### **Department of the Treasury**

Bureau of the Public Debt

### *Confirmed Non-governmental Agencies*

National Clearinghouse for Alcohol and Drug Information  
Center for Substance Abuse Prevention

Hispanic Radio Network, Inc. La Red Hispania

National Council of La Raza

National Coalition for Parent Involvement in Education

Institute for Educational Leadership

Center for Law and Education

Network of Educators on the Americas

Dialogue on Diversity

Latin American Youth Center

National Association of Partners in Education, Inc.

National Institute for Dispute Resolution

RMC Research

Public Education Network

Youth Service America

Inclusion Inc.

Infusing Technology in the Curriculum Initiative

Computer Engineering Program for Minorities

College of Education, Florida International University

Hispanic Health Education Coalition

## **Showcase of Federal Agencies and Model Programs**





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### LA GRINGA

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### EL CANO

El Cano, the lead character, fights with the duality of being Puerto Rican, while his boss thinks him "talan" - upon accepting his true nationality, he wins the respect of his loved ones. *By Louis Delgado, directed by Frank Perez*

### LA BARBERÍA

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## Conference Speaker Biographies

### **Deborah Aguilar-Velez, President and CEO, Sistematica, Inc., Trenton, NJ**

Mrs. Aguilar-Velez founded Sistematica, an organization that provides Internet and computer training in English and Spanish. In 1996, Sistematica also provides computer equipment, repairs and upgrades, technical support and computer books to local government, small to medium size businesses and university students. Mrs. Aguilar-Velez received her BS cum laude in Chemical Engineering from the University of Puerto Rico. She has 15 years of numerous, significant scientific, technical, research and administrative awards related to engineering, business, and economic development.

### **Juan Albert, Vice-President of Marketing, United States Hispanic Chamber of Commerce, Washington, DC**

The United States Hispanic Chamber of Commerce (USHCC) works with Hispanic entrepreneurs, government, professional, and civic organizations, and corporate America to promote and foster growth of Hispanic business in the United States. Originally born in Havana, Cuba, Juan Albert has 17 years of combined business and government experience. As the vice-president for marketing, he is chiefly responsible for implementing US marketing efforts directed at increasing membership and corporate sponsorship.



### **Andrew Blau, Director, Communications Policy and Proactive, Benton Foundation, Washington, DC**

Andrew Blau directs the Benton Foundation's program in Communication Policy and Practice. U.S.P. involves policy analysis and research with cultural and social orientation toward non profit and community groups to shape emerging communication, education and public interest. In July, 1997, Mr. Blau was elected Vice-Chair/Chair Elect of the Urban Libraries Council and he has served as an advisor to Microsoft's "Libraries Online" initiative to bring networked computers to public libraries since 1995.

### **Carol Brainard, Senior Consultant, Brainard Associates, Durham, NC**

Since 1984, Brainard Associates has been providing consulting services primarily in relationship marketing and information technology. Brainard Associates also provides consulting services in relationship marketing strategy, marketing administration, product and project marketing, results analysis and management reporting. Carol Brainard holds a Masters Degree in Business Administration and has over twenty-five years of experience in marketing, management, and information systems development.



### **Gris Cabán, President and CEO, Atlantic Resources Corporation, Reston, VA**

Atlantic Resources Corporation provides products and services to high growth markets including Research and Analysis on Health and Education issues and Support Services on Health and Education issues. Mr. Cabán has taught in the Department of Community Education at the University of Wisconsin and the Department of Sociology at George Mason University. Mr. Cabán received his Ph.D. from the University of Wisconsin and was born and raised in Puerto Rico.





**Noreen Casey, Senior Vice President, CoreStates Financial Bank,  
Philadelphia, PA**

CoreStates is the oldest banking company in the US and the oldest Fortune 500 company, tracing its roots to the Bank of North America which opened in 1792. Noreen Casey is responsible for coordinating and directing Community Development and Corporate Contributions initiatives including education and youth support services, affordable housing and economic development. Ms. Casey is a fellow with the Knowledge Network Leadership Program, graduate of Leadership New Jersey as well as a graduate of Leadership America. Ms. Casey received her BA in Political Science from the University of Nebraska.



**Wendi Cherry, Director, Business Development Center, The Entrepreneurial Development Institute (TEDI),  
Washington, DC**

TEDI is a nonprofit organization dedicated to empowering disadvantaged youth to develop small businesses, avoid drugs and crime, sharpen academic skills, and form positive attitudes about themselves and their communities. Ms. Cherry graduated cum laude from Virginia State University in 1993 with a BS degree in Home Economics and Business with a concentration in Textiles Apparel, Merchandising and Marketing.

**Louis Dominguez, Director, McGuff National Licensing and Program,  
National Crime Prevention Council, Washington, DC**

As Director of the McGuff National Licensing and Program, Mr. Dominguez is responsible for the management of a Division of the National Crime Prevention Council that produces educational products and programs that are used by law enforcement, schools, businesses, and community organizations to reduce crime and/or drug use. Mr. Dominguez earned a Master of Business and Public Administration from Southeastern University, Washington, DC and a Bachelor of Science in Medical Technology and Administration from Northeastern Illinois University, Chicago, IL.



**Rey Hollingsworth Falk, Executive Vice President, Universal Business and Media School, New York, NY**

Located in East Harlem's El Barrio, the Falk Foundation grants scholarships to promote Hispanics, Puerto Ricans, African Americans and other low-income students to pursue Master and Doctorate degrees. The Foundation also promotes job and economic development in depressed communities and has an aggressive agenda of real empowerment at the local level. Mr. Falk received his Bachelor's degree from Columbia University.

**Roberto Frisancho, Chairman and CEO, The Inca Corporation, Washington, DC**

Mr. Frisancho is the founder of The Inca Corporation, an organization which provides free Web pages and public relations to Latino non-profit organizations and associations. He serves on the Board of Directors of the Latino Civil Rights Task Force and is the Executive Chairman of OrgaC, a grassroots organization working to establish a Latino power base in the Washington, DC area. Mr. Frisancho has a BA in Political Science and Latin American and Caribbean Studies from the University of Michigan.

**Rody Fuentes, Senior Advisor to the Director, Minority Business Development Agency (MBDA), US  
Department of Commerce, Washington, DC**

Mr. Fuentes manages the National Minority Business Development network of 75 Minority Business Development Centers and 10 Minority Business Opportunity Committees. His educational background includes a BA with Department Honors in Political Science from Stanford University in 1988, a JD from the Law School of Law at the University of California, Berkeley in 1992, and a Masters Degree in Public Administration from the John F. Kennedy School of Government at Harvard University in 1993.

**Angelo González, Manager, Community Relations, Time Warner Inc., New York, NY**

Angelo González is Manager of Community Relations for Time Warner Inc., the world's largest media and entertainment company. His primary responsibility is to manage the Company's social responsibility agenda for the Hispanic Community. Mr. González received both his undergraduate and graduate degrees from Hunter College in New York City. He has a BA in Psychology, and a Masters in Social Work, with specialization in Administration and Planning.

**Thomas Hardy, Program Officer, NTIA, U.S. Dept. of Commerce, Washington, DC**

Thomas Hardy is currently a Program Officer with the Telecommunications Information Infrastructure Assistance Program (THIAP) at the National Telecommunications and Information Administration (NTIA) of the Department of Commerce. THIAP is a matching grant program for state and local governments and non-profit organizations to fund projects promoting the advancement of telecommunications technologies to enhance the delivery of social services as part of the National Information Infrastructure initiative. Mr. Hardy received his undergraduate from Macalester College and his graduate degree from Michigan State University.

**Paul Hazen, Chief Operating Officer, National Cooperative Business Association (NCBA), Washington, DC**

As Chief Operating Officer at the NCBA, Mr. Hazen is responsible for NCBA's operating divisions, including membership services, communications, finance administration, cooperative development and special projects. He is responsible for the daily operations of NCBA for the organization's 600 members. He has a BS in Economics and Finance from the University of Wisconsin.

**Kevin Horsted, Administrator, National Legal Aid and  
Defender Association, Washington, DC**

The NLADA Service Corporation was established by NLADA in March 1994 to develop and deliver insurance products tailored to meet the needs of association members. Proceeds from the insurance are used to run the corporation and remaining excesses are used to support the non-profit services of the association which aids indigent people in receiving legal aid.



**Stella Horton, Trainer, The Education Training and Enterprise Center (ETEC),  
Camden, NJ**

To help today's youth take advantage of increasing entrepreneurial opportunities, ETEC, along with the Center for Entrepreneurial Leadership at the Ewing Marion Kauffman Foundation, created the *New Youth Entrepreneur* curriculum, available in English and Spanish. Dr. Horton graduated magna cum laude from A & T State University in Camden, New Jersey, and completed her education at Rutgers University where she received her Masters and Doctorate degrees in Education.

**Katie Hultquist, Director, Washington, DC Program Operations, Youth Venture (formerly Ashoka: Innovators for the Public), Arlington, VA**

Youth Venture is a non-profit organization that supports young people as they launch and run their own community-minded businesses and organizations. Ms. Hultquist graduated in 1996 from the University of North Carolina at Chapel Hill with a B.A. in International Studies, focusing on Latin America and Political Science.

**Suzanne Isack, Program Director, Fund for Social Entrepreneurs, Washington, DC**

The Fund is a venture capital program that trains, promotes, and invests in talented and visionary young entrepreneurs who are launching creative and effective youth service organizations.

**Alice Klepper, Trainer, The Education Training and Enterprise Center (ETTEC), Camden, NJ**

To help today's youth take advantage of increasing entrepreneurial opportunities, ETTEC, along with the Center for Entrepreneurial Leadership at the Ewing Marion Kauffman Foundation, created the *New Youth Entrepreneur* curriculum, available in English and Spanish. Ms. Klepper is an experienced manager and trainer with over twenty-one years of management, supervision and teaching experience.

**Steve Lawrence, Executive Director, Institute for Youth Entrepreneurship (IYE), New York, NY**

The Institute for Youth Entrepreneurship is a Harlem-based neighborhood facility that provides strategies to ensure the business success and skills of African American youth. IYE serves as a training center in Washington Heights, in a former school environment. Mr. Lawrence is a former Special Assistant to U.S. Representative Charles B. Rangel, D-N.Y., and is a graduate of Seton Hall University.

**Ed Lurie, President and CEO, Gray Matter, Inc., Fairfield, CT**

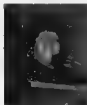
Gray Matter, Inc. is a company dedicated to creating a competitive edge for small companies, using technology and information. The firm provides services to senior Financial and MIS executives. Prior to starting Gray Matter, Lurie was the Chief Information Officer for ITT communications services. Mr. Lurie is a so Certified Public Accountant.

**Gloria Lyons, Plan Coordinator, Save Our Waterfront, Camden, NJ**

Save Our Waterfront is a community-based, non-profit organization which is strongly committed to community education and to mobilize funds and technical support for a wide array of projects which improve the quality of life for the residents of North Camden. Gloria Lyons is the Plan Coordinator for Save Our Waterfront. She is a Graduate of Rutgers University and a resident of North Camden.

**M. Mercedes Lytle, Executive Vice President, INROADS, Inc., Nashville, TN**

Ms. Lytle joined INROADS as a Coordinator in 1979 and became Managing Director for INROADS/Nashville, Inc. in 1982. She currently serves on the boards of the YWCA and Nashville CARES. She holds a BS from Fisk University and an MA in Teaching from Stanford University. She is recognized as one of America's Top 100 Black Business and Professional Women.



## Conference Speaker Biographies

### **Mike Martinez, CEO, Ingenuity Marketing Concepts, Chicago, IL**

Ingenuity Marketing Concepts provides services in marketing strategic planning, media planning, advertising campaign planning, event marketing and management, and marketing systems assessment and management. Martinez received his BA in Communications from Columbia College and is currently pursuing his Master of Arts in Liberal Studies from Loyola University.

### **Jonathan Mathis, Instructor, Social Action and Leadership School for Activists (SALSA), Institute for Policy Studies, Washington, DC**

Mr. Mathis is a senior budget and financial management expert, with 16 years of experience in designing, implementing, and testing systems of budget formulation and review, which are an integral part of an organization's business plan. Mr. Mathis is currently the Senior Budget Analyst at the Department of Energy. He received his BA in Political Science from Rutgers University and his Master of Public Administration from Syracuse University.



### **Monica Matos, Director of Sales, Applications Consultants, Disclosure, Inc., New York, NY**

Disclosure, Inc. is a subsidiary of Primark and has been the number one source for complete, timely, and accurate financial information on U.S. and international companies for nearly 30 years. Ms. Matos received her undergraduate degree from George Washington University in International Affairs/International Business in 1987.

### **Bonnie McEwan, Acting Chair, Non-Profit Management Program, Robert J. Milano Graduate School of Management and Urban Policy, New School for Social Research, New York, NY**

The New School for Social Research offers the only full master's degree program in non-profit management of its kind in the New York City metropolitan region. The program in non-profit management prepares future professionals to assume increasingly important positions of leadership in non-profit organizations. Ms. McEwan holds a Master of Science in Non-Profit Management from the New School for Social Research.



### **Gisele-Audrey Mills, Co-founder, TechnoMama, Inc., Washington, DC**

Gisele-Audrey Mills is the co-founder of TechnoMama, Inc., a women-led non-profit organization that provides computer and internet training to underserved women and girls. Ms. Mills has recently returned from a six-month stay in Brazil where she provided internet training as part of an initiative to foster economic development between African-American organizations in North and South America.

**Bruce L. Nickerson, Certified Public Accountant, B.L. Nickerson & Associates,  
New Providence, NJ and Alexandria, VA**

Mr. Nickerson has provided executive training workshops for senior non-profit personnel on behalf of the Fund for the City of New York, New York Region Association of Grant Makers, and the Corporation for Supportive Housing. Mr. Nickerson was awarded an MS in Accounting from the New York University Stern School of Business Administration and received a BA with dual majors in English and Psychology from Amherst College.



## **Conference Speaker Biographies**

**Vicky Olson, Director, Educational Partnerships, The FamilyEducation Company, Boston, MA**

The FamilyEducation Company is a leading provider of educational print materials for parents, and has built the largest educational website for parents - FamilyEducation Network FFN. Ms. Olson holds a MS in Computer Science in Education from The Johns Hopkins University.

**Steven Paprocki, Associate Director of Research, The National Committee for Responsive Philanthropy (INCRP), Washington, DC**

The National Committee for Responsive Philanthropy (NCRP) is a non profit advocacy organization based in Washington, DC, and is committed to making philanthropy more responsive to socially, economically, and politically disenfranchised people, and to the dynamic needs of various high diverse communities nationwide. Mr. Paprocki has designed and co-authored several national studies on corporate grantmaking for racial, ethnic populations, corporate workplace fundraising and corporate foundation accountability.

**Moises Perez, Executive Director, Alianza Dominicana, New York, NY**

Alianza Dominicana is the largest Dominican service agency in the country. Alianza's goal is to help children, youth and families break the vicious cycle of poverty and uplift the potential as members of the community at large. Founded in 1986 out of a public housing storefront under Mr. Perez leadership, Alianza quickly developed a wide range of programs and services including a school-based community center, health database, drop out prevention program, employment center, drug treatment, family center, day care, and other. Moises Perez is a co-founder and Executive Director of Alianza Dominicana.

**Ivette Rodriguez, Operations Manager, INROADS/  
Greater Hartford & Springfield, Inc.**

Ms. Rodriguez joined INROADS in 1994. She is actively involved in establishing an office in Puerto Rico as of the year 1999. She spearheaded the pilot program in which five students from Puerto Rico interned in Hartford, Connecticut. Ms. Rodriguez is committed to the empowerment and leadership of the Hispanic community, but most of all to our youth.



**Sara Solvide, Deputy National Executive Director, Corporate Meetings and  
Relations, The Girl Scouts of the USA, New York, NY**

Girl Scouts of the USA is the largest organization for girls in the world with approximately 3.4 million members. Ms. Solvide is responsible for developing and implementing long-range plans for collaborative with external audiences, including negotiating strategic alliances with national organizations and advocacy groups. Ms. Solvide received her BA in Latin American Studies from Yale University and her Master of Public Administration from Harvard University.

## Conference Speaker Biographies

**Elisa Sánchez, President and CEO, MANA, A National Latina Organization, Washington, DC**

MANA, A National Latina Organization, is a national pan-Latina grassroots membership organization which promotes the empowerment of Hispanic Americans and advocates for social and political inclusion. Mrs. Sánchez has a BA in Latin American Studies from Western New Mexico University and an MPA from Baruch College. In 1996 she was named one of the 10 Most Influential Hispanics by Hispanic Business Magazine.



**Luis Sanchez, National Director of Multicultural Markets, Aetna Life Insurance and Annuity Company, Hartford, CT**

Mr. Sanchez is responsible for developing sales and marketing strategies for all ethnic and/or cultural segments, identifying strategic alliances and influence centers, recruiting agents and brokers, multicultural training and education, and consulting on internal organizational alignments at Aetna. Previously, he was Deputy Director for the New York City Economic Development Administration and Managing Director for the US Research and Development Corporation in Puerto Rico.

**James Schroeder, Deputy Executive Director and Controller, Friends of the National Zoo, Washington, DC**

In support of the National Zoological Park, Friends of the National Zoo (FNZZ) is dedicated to providing biological education, to protecting the environment, and to serving the needs of visitors and the community for high-quality recreational experiences. Mr. Schroeder is a graduate of Harvard College, where he focused on economics, and also graduated from the Kellogg School of Management at Northwestern University.

**Julie Silard, Director, National Foundation for Teaching Entrepreneurship (NFTE), Washington, DC**

Ms. Silard has taught entrepreneurship to inner-city youth since 1992 and currently manages programs designed to teach business skills to District of Columbia teens and launch them into their own small businesses—providing them with viable alternatives to unemployment, low paying jobs, and destructive life choices. Ms. Silard is responsible for enhancing and expanding NFTE DC programs, which this year are expected to introduce well over 400 students from nine DC Public Schools to the power of entrepreneurship.

**Anja Speertorck, Director, Social Action and Leadership School for Activists (SALSA), Institute for Policy Studies, Washington, DC**

Since 1993, SALSA has served the Washington, DC, non-profit community with affordable skill building workshops and policy seminars. More than 3,000 community activists, non-profit professionals, students and others interested in community service have come to SALSA to hone their skills and learn from each other. Ms. Speertorck has a BA in Political Science from George Mason University and a Certificate in Environmental Management.



**Liz Stewart, Vice President, Human Resources, Polaroid Corporation, Cambridge, MA**

Liz Stewart is the Vice President of Human Resources for the Polaroid Corporation in Cambridge, Massachusetts. The Polaroid Corporation designs, manufactures and markets worldwide a variety of products primarily in the image recording fields. Ms. Stewart has a bachelor's degree from Boston College and a masters degree from a Cambridge college in Human Resources Management and International Benefits/Compensation.

**Olga Vargas de Lester, Senior Associate, The Widmeyer-Baker Group,  
Washington, DC**

The Widmeyer Baker Group is a full-service communications firm specializing in the development and implementation of outreach strategies surrounding public affairs and policy issues. Ms. Vargas is an honors graduate from Hood College in Maryland.



**Conference  
Speaker  
Biographies**

**Phillip Wilbur, Acting Executive Director, Center for Strategic Communications,  
New York, NY**

The Center for Strategic Communications offers educational programs and information resources that teach non-profit professionals on how to maximize the impact of their programs through the strategic use of communications. Wilbur received his MA in Political Communications from the University of Maryland and has taught communications courses there and at Baruch College in New York City.

**Tom Wilson, Director, Business Development and Quality, Communities in Schools, Alexandria, VA**

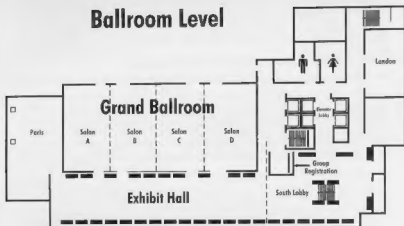
The mission of Communities in Schools (CIS) is to champion the connection of needed community resources with schools to help young people successfully learn, stay in school, and prepare for life. Mr. Wilson earned his undergraduate degree in Economics from Clemson University and a graduate degree in Public Administration from the University of Missouri-Kansas City, where he was elected to the Phi Kappa Phi national honor society.

**Judith Kaye Ziewacz, Executive Director, Cooperative Development Foundation, Washington, DC**

Judith Ziewacz is the Executive Director for the Cooperative Development Foundation, a subsidiary of the National Cooperative Business Association. She has also served as Director of Member Services for the National Milk Producers Federation. She holds a Bachelor's degree in Political Science from the University of Wisconsin.



## Ballroom Level



### Exhibit Hours

Wednesday 4:00 p.m. - 7:00 p.m.

Thursday 7:30 p.m. - 6:00 p.m.

Friday 7:30 p.m. - 12:30 p.m.



**ESTARÁN ORGULLOSOS DE ESTAR AQUÍ.**



El Army ofrece a los jóvenes la oportunidad de aprender a tener disciplina y confianza en sí mismos. Estas son cualidades útiles para toda la vida.

**Y NOSOTROS, DE MANDARLOS ALLÁ.**



Además, pueden obtener hasta \$40,000 para la universidad si califican para el Montgomery GI Bill y el Army College Fund.

## Big ideas start small.



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At AT&T, we have plenty of ways to help nurture and develop even the smallest ideas. Beginning with training young minds to help them grow, we support education with everything from school volunteers and scholarships to programs that help teen mothers stay in school.

As the company that pioneered innovations like the transistor and the laser, we know that ideas can change the quality of life for everyone. And investing in young minds today is investing in our future - because you never know where a big idea might come from.



## **DERECHOS DE LOS ESTUDIANTES**

- 1: Los estudiantes tienen el derecho de que sus padres, defensores, y educadores interesados sean incluidos en todas las decisiones que afectan su educación.
- 2: Los estudiantes tienen el derecho de aprender en un ambiente integrado, heterogéneo que responde a los diferentes estilos de aprendizaje y habilidades.
- 3: Los estudiantes tienen el derecho de recibir estrategias educativas y un currículum comprensible, que apoya a su cultura, y un nivel apropiado.
- 4: Los estudiantes tienen el derecho de tener acceso a un cuerpo común de conocimientos y la oportunidad de obtener habilidades de orden superior.
- 5: Los estudiantes tienen el derecho de que se efectúe una evaluación amplia de su progreso académico, además de estructuras que engrandezcan sus fuerzas individuales y potencial.
- 6: Los estudiantes tienen el derecho de obtener una amplia gama de servicios de apoyo particular.
- 7: Los estudiantes tienen el derecho de asistir a una escuela segura, atractiva, y libre de prejuicios.
- 8: Los estudiantes tienen el derecho de asistir a la escuela todas las días a menos de que representen un peligro para otros niños o personal escolar.
- 9: Los estudiantes tienen el derecho de recibir instrucción de maestros que mantienen altas expectativas para todos los alumnos y están completamente preparados para enfrentar las demandas inherentes en salones diversos.
- 10: Los estudiantes tienen el derecho de una oportunidad de igualdad en la educación apoyados en la estipulación de mayores recursos a escuelas que sirven a una población de bajos ingresos, minoritaria, inhabilitada, o de estudiantes inmigrantes.